

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## HQ (and below)

For 1st Quarter 2021 for period ending December 31, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
Number of Complaints Filed	840	783	798	717	742	165
Number of Complainants	784	744	776	701	715	164
Repeat Filers	26	21	22	16	26	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	306	337	341	300	306	81
Color	135	147	139	104	134	36
Religion	32	27	28	29	33	9
Reprisal	404	397	395	354	377	74
Sex	271	270	301	252	254	67
PDA	6	3	2	5	10	1

National Origin	99	102	90	80	70	17
Equal Pay Act	9	3	1	4	1	1
Age	272	201	227	198	197	36
Disability	261	254	279	252	265	55
Genetics	4	1	5	4	4	0
Non-EEO	31	22	19	19	32	7
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2021Thru12-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
Appointment/Hire	82	56	67	58	61	12
Assignment of Duties	98	70	93	63	74	16
Awards	10	18	12	15	6	2
Conversion to Full Time/Perm Status	1	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	5	6	3	6	4	2
Reprimand	59	67	76	56	67	12
Suspension	34	38	39	49	49	4
Removal	38	28	32	25	34	7
Duty Hours	17	15	16	11	18	0
Perf. Eval./ Appraisal	38	42	59	48	57	9
Examination/Test	0	0	0	1	2	0
<b>Harassment</b>						
Non-Sexual	375	384	393	368	374	86
Sexual	39	39	49	40	31	6

Medical Examination	6	1	1	3	2	1
Pay including overtime	21	25	19	18	20	12
Promotion/Non-Selection	146	111	121	110	91	22
<b>Reassignment</b>						
Denied	14	8	10	1	4	1
Directed	22	24	23	9	11	3
Reasonable Accommodation Disability	68	59	62	54	61	15
Reinstatement	0	0	2	0	0	0
Religious Accommodation	1	1	0	0	0	0
Retirement	3	1	5	5	5	0
Sex-Stereotyping	1	0	3	0	0	0
Telework	8	7	5	1	13	7
Termination	54	36	63	69	92	18
Terms/Conditions of Employment	104	86	72	51	66	14
Time and Attendance	37	37	38	31	38	6
Training	27	30	23	19	18	7
<b>Other</b>						
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2021Thru12-31</b>
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
Complaints pending during fiscal year						
Average number of days in investigation	204.34	197.26	211.02	222.03	192.18	197.56
Average number of days in final action	158.77	150.38	37.53	43.63	98.30	75.96
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	204.20	202.70	217.00	227.46	194.99	203.80						
Average number of days in final action	82.43	82.95	27.44	31.02	63.43	73.91						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	206.22	193.42	203.34	215.90	192.78	195.81						
Average number of days in final action	197.11	179.96	50.98	64.23	141.21	83.57						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2021Thru12-31</b>	
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>							
Total Complaints Dismissed by Agency	135	141	92	88	102						17	
Average days pending prior to dismissal	134	78	143.86	82.08	96.36						131.24	
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	56	69	73	63	49						12	
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2021Thru12-31</b>	
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	10		6		4		5		4		6	
Without Hearing	2	20	1	17	0	0	0	0	0	0	0	0
With Hearing	8	80	5	83	4	100	5	100	4	100	6	100



National Origin	0	0	3	60	0	0	0	0	0	0	0	0
Equal Pay Act	1	13	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	20	0	0	1	20	0	0	0	0
Disability	2	25	2	40	0	0	2	40	1	25	1	17
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings Without Hearing</b>	2		1		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	100	0	0	0	0	0	0	0	0
Sex	2	100	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	1	100	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2021Thru12-31</b>	
	<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</b>		<b>2020</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	10		6		4		5		4		6	











Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2021Thru12-31</b>						
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>							
Total complaints from previous Fiscal Years	682	702	681	614	425	795						
Total Complainants	610	606	603	558	394	745						
<b>Number complaints pending</b>												
Investigation	240	183	61	53	29	195						
ROI issued, pending Complainant's action	0	0	0	0	0	33						
Hearing	600	674	635	518	361	525						
Final Agency Action	74	21	30	76	56	49						
Appeal with EEOC Office of Federal Operations	869	994	1100	1207	1344	1398						
<b>Complaint Investigations</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2021Thru12-31</b>						
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	285	200	60	49	32	45						